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ABSTRACT

Objectives of a study to provide empirical evidence of the effectiveness of vocational education training were (1) to identify the type of employment engaged in by graduates of secondary vocational programs initially, six months, and one year after graduation, and determine if this employment was related to the individuals' vocational training, (2) to identify starting salaries and patterns of earnings of the graduates and compare salaries of those employed in areas for which they were trained with those in other areas, and (3) to determine relationships between employment patterns and vocational program type. A follow-up instrument was mailed to 1,000 students randomly selected from a sample of 25 Indiana schools. Usable return rate was 68%. Findings revealed that 76% of the graduates sought full-time employment, that more than 50% secured employment in the area for which they were trained, and that the majority had held two full-time jobs or less with two months being the average time taken to enter the labor market. Wages ranged from $2.41 to $3.45 per hour. Earnings data did not support a premise that significantly higher earnings result when graduates are employed in the area for which they are trained, but it is suggested that earning differentials between vocational and nonvocational graduates be examined to determine if vocational training increases potential for earnings. Sample letters and the survey instrument are appended. (BL)

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RCU TECHNICAL REPORT

Number One

EMPLOYMENT PATTERNS AND EARNINGS OF SECONDARY SCHOOL VOCATIONAL EDUCATION GRADUATES

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ABSTRACT

Problem. The objectives of this study were: (1) To identify the first job taken by graduates of secondary vocational programs and to determine if it was related to the individual's vocational training. (2) To identify the type of employment six months after the completion of the vocational training and determine if it was related to the vocational training. (3) To identify the job of the vocational graduates one year after graduation and determine if this employment was related to the individual's vocational training. (4) To identify the starting salary and patterns of earnings of the vocational graduates. (5) To compare the salaries of those employed in the areas for which they were trained with salaries of those employed in areas other than ones for which they were trained. (6) To determine the relationships between factors of employment patterns and vocational program type.

Procedures. A random sample of 25 schools was selected for the study. Eligible schools must have offered three vocational programs during the 1971-1973 school years. The schools selected were limited to the state of Indiana. The State Department of Public Instruction, Division of Vocational Education records were utilized to verify this restriction. A total of 96 schools from which 25 were randomly selected and 2,909 graduates from which 1,000 were randomly selected comprised the accessible population and research sample. The random sample was stratified by vocational program types: (1) agriculture, (2) business education, (3) distributive education, (4) health occupations, (5) home economics education, and (6) trade and industrial education. A mailed follow-up instrument was utilized to collect the data. A usable return rate of 68 percent was obtained. A five percent random stratified sample of non-respondents was contacted by telephone to obtain an index of non-respondent bias.

Findings. The major findings of this study were: (1) Seventy-six percent of the graduates sought full-time employment upon completion of the vocational programs. (2) A majority of the graduates had held two full-time jobs or less. (3) The average time it took the graduates to enter the labor market was 2.0 months. (4) The job relatedness data revealed that, initially 60 percent of the employed graduates were working in the occupa-

tion for which they were trained or a related occupation; at six months, 59 percent were in that category, and at one year, 54 percent were employed in related occupations. (5) The percentage of graduates who had some cooperative training prior to completing vocational training varied from a high of 89 percent in the health occupations to a low of 37 percent in agriculture; the percentage of graduates who had some part-time employment prior to completing vocational training varied from a high of 47 percent in the trade and industrial occupations to a low of 20 percent in the distributive education occupations. (6) The beginning wage earnings patterns of vocational graduates by program area ranged from $2.14 per hour to $3.04 per hour. When six months earnings were examined, the variation was from a high of $3.46 per hour to a low of $2.18 per hour. When present earnings were analyzed, the range was from a high of $3.45 per hour to a low of $2.33 per hour. (8) A beginning earnings analysis did not reveal significant differences when job relatedness and mean salary levels are compared. When six months earnings were analyzed, significant differences were found only in the distributive education program area and for the total when all graduates, irrespective of program type, were compared. When present earnings were analyzed there were no significant differences found.

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CHAPTER I

INTRODUCTION

Background of the Problem

Accountability has become a priority item for vocational education. Recent federal vocational education legislation mandates that educators examine their programs' objectives, and increasing numbers of state legislatures are requiring stricter accountability from educational programs. There is a clear need to determine the impact of vocational education training.

It has been suggested that vocational programs have, as their basic purpose, the task "of providing vocational education opportunities so that all persons will have ready access to vocational training or retraining which is of high quality [and] which is realistic in light of actual or anticipated opportunities for gainful employment" (Burkett, 1971). Since accountability measures the achievement of basic purposes, it is necessary to make judgments concerning the effectiveness of vocational education by measuring its observable results. "The success of graduates, the wages they earn, the number engaged in occupations for which they are trained . . . are the types of data that influence this judgment" (Brantner, 1975).

In addition to these motivations, such charges as those leveled against vocational education in the Government Accounting Office Report (Rabben, 1975) and in Work in America (1973), the report of a task force to the Secretary of Health, Education and Welfare, have sharpened public interest in the need for accountability from vocational education programs.

The research reported herein provides empirical evidence that can be used in making judgments concerning the effectiveness of vocational education programs in Indiana in light of the basic purpose of vocational training and the charges being leveled against its programs. Specifically, the purpose of this study was to examine short-run employment data, earnings data, and related variables associated with vocational training for graduates of secondary vocational programs in Indiana. The data collected was designed to provide information for judging the effectiveness of vocational education in meeting its purpose.

The Problem and Objectives

The purpose of this study was to identify the employment patterns of graduates of secondary vocational programs in Indiana. The objectives were:

1. To identify the first job taken by graduates of secondary vocational programs and determine if it was related to the individual's vocational training.

2. To identify the type of employment six months after the completion of the vocational program and the relationship of this employment to the vocational training.

3. To identify the type of employment one year after the completion of a vocational training program and the relationship of this employment to the vocational training.

4. To identify the starting salary and the patterns and amounts of raises.

5. To compare the salaries of those employed in the area for which they were trained with salaries of those employed in an area other than the one in which they were trained.

6. To determine the correlation between factors of the employment pattern and vocational program type.

CHAPTER II

PROCEDURES

Population and Sample

A random sample of 25 comprehensive high schools was selected for the study. Eligible schools were restricted to ones that offered at least three vocational programs during the 1971-1972 and 1972-73 school years in the state of Indiana. The Indiana State Department of Public Instruction, Division of Vocational Education records were utilized to verify this restriction. There was a total of 96 eligible schools from which 25 were randomly selected. The 25 schools had produced 2,900 vocational graduates during the two years, from which 1,000 were randomly selected to comprise the research sample. Vocational graduates were defined as those individuals who had completed at least two semesters of a particular vocational program.

Table 1

Sample of Vocational Education Graduates
and Associated Rates of Return, Stratified by Program Area

Program Area	Random Sample (n)	Random Sample %	Usable Return (n)	Usable Return %
Agriculture	61	6.1	50	82.0
Business Education	331	33.1	246	74.0
Distributive Education	190	19.0	134	71.0
Health Occupations	26	2.6	16	62.0
Home Economics	41	4.1	28	68.0
Trade and Industrial	351	35.1	206	59.0
Total	1000	100.0%	680	68.0%

The graduates making up the random sample were stratified by those vocational program areas: (1) agriculture, (2) business education, (3) distributive education, (4) health occupations, (5) home economics occupations, and (6) trade and industrial education. The sample was stratified in this way so that patterns could be applied to the total population. Because of small cell sizes, especially in health occupations, other sampling techniques could not be used.

Data Collection

A mailed questionnaire was utilized to obtain data from the graduates. A sixty-eight percent response rate was obtained (Table 1). A five percent sample of non-respondents, also stratified by program area, was contacted by telephone to obtain the data sought on the original questionnaire. These data were analyzed to measure non-respondent bias. The descriptive comparison of the respondents and non-respondents led to the conclusion that the two groups were not different. Thus, the respondents were assumed to be characteristic of the population.

Data Analysis

The analysis of the data was accomplished by descriptive statistics and the analysis of variance technique. The descriptive statistics were used to describe the employment patterns data and job relatedness data. The analysis of variance was used to determine significant differences in the earnings data.

CHAPTER III

FINDINGS

Employment Patterns

The identification of employment patterns was accomplished by examining (1) full-time and part-time employment, (2) number of full-time jobs, and (3) number of months before first full-time job was taken.

Table 2 contains the percentages of the 1972 and 1973 comprehensive high school vocational graduates who sought employment, both full-time and part-time, stratified by program area.

Table 2

Percentage of High School Vocational Graduates Who Sought Full- and Part-Time Employment Upon Completion of a Vocational Education Program

Program Area	n	Percent Sought Full-Time	Percent Sought Part-Time
Agriculture	50	74	18
Business	246	74	18
Distributive	134	78	21
Health	16	69	44
Home Economics	28	50	32
Trade and Industrial	206	76	18
Total	680		

Note: Percentages of vocational graduates who sought full-time and/or part-time employment are not mutually exclusive.

The instrument was structured such that the first three questions concerned full-time and part-time employment. Graduates were asked if they had sought full-time employment, and then if they had sought part-time employment. Thus, the percentages of vocational graduates who sought full-time and/or part-time employment are not mutually exclusive (Table 2). It was deemed acceptable in this study that graduates report that they sought either or both types of employment.

The percentage of graduates in each vocational program area seeking full-time employment ranged from 50 to 78 percent, with a mean of 70 percent. Distributive education had the highest percentage (78) and home economics the lowest percentage (50) seeking employment.

The percentage of graduates in each vocational program area seeking part-time employment ranged from 18 percent to 44 percent. Health occupation graduates reported that 44 percent sought part-time employment, the highest percentage reported, while three program areas, namely agriculture, business and trade, and industrial reported the lowest, 18 percent.

Table 3

Number of Full-Time Jobs Held by High School Vocational Education Graduates Since Graduation, Stratified by Program Area

Program Area	n	Number of Full-Time Jobs[a]			
		0	1	2	3-5
Agriculture	50	16	50	22	10
Business	246	20	51	20	7
Distributive	134	15	48	30	5
Health	16	19	38	38	6
Home Economics	28	39	46	14	0
Trade and Industrial	206	16	44	24	12
Total	680				

[a]Number associated with each program area within each column is expressed as percentage.

The data summarized in Table 3 illustrate the separate full-time jobs that each graduate had held since graduation, by vocational program area. The range of percentages of students who held two full-time jobs was from 14 to 38 percent. While there was a sharp decline in the number of students who had held three to five full-time jobs, the highest percentages of graduates holding several jobs were from trade and industrial and agricultural education.

An additional variable examined in relation to the short run employment history of the vocational graduate was the length of time, in months after graduation, before the first full-time job was secured (Table 4). The health occupation area graduates secured full-time jobs in less than one month whereas the distributive education graduates took two to three months to obtain full-time employment.

Table 4

Average Number of Months Before First Full-Time Job Taken by High School Vocational Education Graduates

Program Area	n	Percentage Taking Full-Time Jobs	Average Number of Months Before First Full-Time Job
Agriculture	50	84	1.72
Business	246	80	2.21
Distributive	134	85	2.26
Health	16	81	.88
Home Economics	28	61	1.46
Trade and Industrial	206	84	1.82
Total	680		

Work Experiences and Additional Training

The graduates were asked if they had participated in a cooperative training program during their secondary vocational training program experience. The data in Table 5 list the percentage of the graduates who received cooperative training. Eighty-nine percent of the health graduates and 37 percent of

the agriculture graduates indicated they were enrolled in cooperative training programs. These were the high and low percentages respectively.

The graduates were asked if they had a part-time job, while in high school. Forty-seven percent of the industrial graduates and 20 percent of the distributive graduates reported "yes" to the question. These percentages represent the high and low response rates, respectively.

Table 5 also provides a summary of the percentages of the vocational graduates who reported they had received additional training after graduation. Thirty-three percent of the health occupation graduates reported that they received additional training while only 14 percent of the distributive education graduates reported receiving additional training.

Table 5

Work Experience and Additional Training of High School Vocational Education Graduates, Stratified by Program Area

Program Area	n	Cooperative Training (Percent)	Employed in Part-Time Job Before Graduation (Percent)	Additional Training After Graduation (Percent)
Agriculture	50	37	43	17
Business	246	45	29	16
Distributive	134	80	20	14
Health	16	89	22	33
Home Economics	28	42	25	17
Trade and Industrial	206	45	47	24
Total	680			

Job Relatedness and Earnings

In order to make the analyses for the remaining sections of this study, which investigate more carefully the questions related to employment patterns and earnings differentials, it was necessary to consider only those respondents who had been employed and reported their earnings.

The data to this point have been based on 68 percent response [n = 680]. The remaining sections of the study are concerned with only those graduates who reported earnings when they completed the questionnaire. As before, data on earnings were collected at three intervals: initial earnings [n = 514], six-month earnings [n = 411], and present earnings [n = 437] (earnings at the time the questionnaire was completed).

Job Relatedness

Data were collected to determine whether vocational graduates were becoming employed in the occupation for which they had been trained. The graduates were asked to indicate if they were employed: (1) in the occupation for which they were trained or in a related occupation, or (2) in a non-related occupation. They were also asked to indicate the titles of their positions and briefly describe their responsibilities. These were reviewed by the investigators to verify job-relatedness. They were asked questions regarding job relatedness regarding their employment at three different times: (1) their initial employment, (2) their employment six months after graduation, (3) their present employment (at the time they filled out the questionnaire, approximately eight months after graduation for the 1973 graduates and one year and eight months after the graduation for the 1972 graduates). The sole criterion for ascertaining job relatedness was a cross check between vocational program area and the brief job description provided by the student.

More graduates were employed for their first full-time job in related occupations than in non-related occupations. Initially, 60 percent of the employed graduates were working in related occupations; at six months, 59 percent were employed in related occupations, and 54 percent were currently employed in related occupations (Table 6).

The second column in Table 7 reports the percentages of graduates by vocational program area who indicated their first full-time job was in the occupation for which they were trained or in a related occupation. The percentages range from 42 percent for home economics to 70 percent for business education.

Table 6

Job Relatedness of High School Vocational Education Graduates When Examined at Three Employment Time Intervals

Job Relatedness	n	Initial Employment (Percent)	n	Six Months Employment (Percent)	n	Present Employment (Percent)
Related	308	60	242	59	236	54
Not Related	206	40	169	41	201	46
Total	514		411		437	

Table 7

Job Relatedness of High School Vocational Education Graduates at Three Employment Time Intervals, Stratified by Program Area

Program Area	n	Initial Employment (Percent)	n	Six Months Employment (Percent)	n	Present Employment (Percent)
Agriculture	41	53	29	59	31	52
Business	175	70	132	71	162	69
Distributive	113	56	95	57	87	45
Health	15	67	12	75	9	--[a]
Home Economics	15	42	12	50	13	48
Trade and Industrial	154	50	132	49	135	48
Total	514	60	411	59	437	54

[a]Too few cases to compute (n 10).

The fourth column of Table 7 shows the job relatedness percentage of those graduates who were employed six months after graduation. The average for all cases was 59 percent for those employed in the occupation for which they were trained; health graduates had the highest percentage, and trade and industrial had the lowest percentage, at 75 and 49 percent.

The sixth column of Table 7 reports similar findings in the job relatedness of present employment where 54 percent of the graduates were working in at least a related occupation. Business graduates had the highest job relatedness percentages and distributive education graduates had lowest, for present employment. Two areas, health and home economics, had fewer than 10 cases in this category; therefore, computations were not made in these two areas.

Earnings

In reviewing the earnings reported by the respondents it was found that the range between the highest mean salary and the lowest mean salary for each time frame was approximately one dollar. No dramatic trends are immediately apparent within the data although some patterns emerge.

Table 8, the second column, shows that initial mean earnings ranged from $2.14 to $3.04 per hour with a difference of $.90 between the low and the high means. Health occupations reported the lowest mean salary and agriculture reported the highest.

Six months after graduation, the mean earnings reported ranged from $2.18 to $3.46 with a difference of $1.28 between the high and low (Table 8, the fourth column). Again, health occupations reported the same pattern established by the initial salaries.

The present earnings, as reported in Table 8 the sixth column, ranged from $2.33 to $3.45, a difference of $1.12 between the high and low means. Health occupations graduates had the lowest mean salary. However, trade and industrial graduates had the highest mean salary and agriculture graduates had the second highest mean salary.

All program areas except agriculture and home economics revealed upward increases in earnings at each time period. Agriculture and home economics increased between the initial and six months periods then decreased slightly by the present period.

Table 8

Earning Patterns of High School Vocational Education Graduates, Stratified by Vocational Program Area

Program Area	n	Beginning Earnings ($/Hr)	n	Earnings After Six Months ($/Hr)	n	Present Earnings ($/Hr)
Agriculture	41	3.04	29	3.46	31	3.31
Business	175	2.24	132	2.36	162	2.51
Distributive	113	2.51	95	2.62	87	2.72
Health	15	2.14	12	2.18	9	--[a]
Home Economics	15	2.49	12	2.68	13	2.49
Trade and Industrial	154	2.89	132	3.15	135	3.45
Total	514		411		437	

[a]Too few cases to compute ($n < 10$).

Note: Figures in table represent mean hourly earnings before deductions. Discrepancies in column totals represent rounding errors for n's.

Comparisons of earnings were made of those vocational graduates who had positions related to their training and those who were employed in a position other than the one for which they were trained. Table 9 reports a comparison of the salaries earned by graduates in related and non-related jobs. The means for initial salaries of graduates employed in a related area ranged from $2.20 to $3.20 while those employed in a non-related job ranged from $2.00 to $2.95. Mean salaries for graduates holding related jobs were statistically compared with mean salaries for those holding non-related jobs by analysis variance (ANOVA). Each of the F-ratios obtained was reviewed for significance. Note that the means for graduates initially employed in related jobs were not significantly different than for graduates initially employed in non-related jobs.

Analysis of six-months earnings by job relatedness for comprehensive high school vocational graduates revealed that

mean salaries ranged from $2.20 to $3.93 for graduates working in the area for which they were trained while mean salaries for graduates working in non-related areas ranged from $2.00 to $3.16. A significant difference was identified in one vocational program area. Distributive education graduates employed in the area for which they were trained received a mean salary significantly lower than those distributive education graduates employed in non-related areas.

Present earnings of 1972 and 1973 graduates compared to job relatedness showed no significant difference. Mean salaries for graduates ranged from $2.00 for home economics graduates working in their field to $3.50 for trade and industrial graduates working in a related area.

One finding of special interest is that the mean salaries for distributive education graduates working in non-related areas were higher than those working in related areas. However, the mean salaries of those distributive education graduates working in their field and in related areas increased during their employment from six months to present, while the mean salaries dropped for those employed in non-related areas. Thus, the significantly higher salary established by the distributive education graduates employed in non-related areas at six months was not maintained when present earnings were analyzed.

Summary

The percentages of graduates in each vocational program area seeking full-time employment ranged from 50 to 78 percent. The percentage of graduates in each vocational program seeking part-time employment ranged from 18 to 44 percent. A high percentage of vocational graduates in Indiana did seek employment. Additionally, the short run employment history data revealed that most of the vocational graduates had held one or two full-time jobs, and most took their first full-time job in three months or less after graduation.

The initial employment data for graduates revealed that 42 to 70 percent were working in an occupation related to their vocational training. For those employed six months after graduation, the percentage of graduates employed in a position related to their vocational training decreased by one percent. Finally, the percentage of graduates who were presently employed in related jobs was six percent lower than the percentage initially employed in related jobs. ("Present" employment was reported eight months after graduation for the 1973 graduates and one year and eight months after graduation for 1972 graduates.

Table 9

Initial, Six Months, and Present Salary Means, by Degree of Job Relatedness, of Vocational Education Graduates, Stratified by Program Area

Program Area	INITIAL n	Related ($/Hr)	Non-Related ($/Hr)	SIX MONTHS n	Related ($/Hr)	Non-Related ($/Hr)	PRESENT n	Related ($/Hr)	Non-Related ($/Hr)
Agriculture	41	3.20	2.95	29	3.93	3.00	31	3.30	3.14
Distributive	113	2.38	2.63	95	2.42	2.83*	87	2.97	2.73
Home Economics	15	2.20	2.65	12	2.20	2.93	13	2.00	2.65
Health	15	2.20	2.00	12	2.25	2.00	9	--[a]	--[a]
Business	175	2.25	2.21	132	2.38	2.33	162	2.56	2.76
Trade and Industrial	154	2.82	2.94	132	3.13	3.16	135	3.50	3.50
Total	514	2.49	2.66	411	2.68	2.85	437	2.95	3.05

Note: Figures in table represent hourly earnings before deductions.

*p _ .01 for F value resulting from analysis of variance analysis comparing earnings in related and nonrelated jobs.

[a]Too few cases to compute (n 10).

The vocational graduates who reported they had received additional training after graduation ranged from 14 to 33 percent. Many vocational graduates received their high school training in a cooperative program. Also, 20 to 47 percent of the students indicated they were employed part-time while in high school.

The earnings of the graduates ranged from a low initial earnings of $2.14 per hour to a high of $3.45 per hour for present earnings. All the areas except agriculture and home economics revealed upward increases in earnings at both time intervals. Agriculture and home economics earnings increased between the initial and six months periods then decreased slightly by the present period.

The initial earnings did not show significant differences between job relatedness and mean salary level. The six-month earnings were significantly different for the distributive education program area. The analysis of present earnings did not reveal any significant differences. The analysis of the data between job relatedness and earnings did not identify any significant relationships or trends.

CHAPTER IV

CONCLUSIONS, DISCUSSION, AND RECOMMENDATIONS

Conclusions

This study sought to provide empirical evidence of the effectiveness of vocational education training programs. Specific conclusions were:

1. The vocational graduates did seek employment of either a part-time or full-time nature.
2. The employment history of these graduates was basically stable. Many vocational graduates had held only one full-time job.
3. The graduates moved into the labor market in 1-3 months.
4. The graduates were employed in occupations related to their vocational training.
5. The study revealed that the longer the graduates were in the labor market the lower the percentage who were employed in a related occupation. This was true of the total area of the total population and the individual program areas.
6. Some graduates did receive additional vocational training. The percentages clustered in the 15-30 percent range depending on program area.
7. Over 50 percent of the graduates were trained in cooperative training programs.
8. The percentage of part-time jobs, while in school, ranged from 20-47 percent.
9. The earnings patterns of the vocational graduates ranged from $2.15 to $3.50 depending on program area and time intervals.

10. Earnings compared with job relatedness did not support the premise that graduates who worked in an occupation related to their vocational training would earn significantly more than a graduate working in a non-related occupation.

Discussion

This study sought to provide empirical evidence related to the patterns and earnings of graduates of vocational training programs in Indiana comprehensive high schools. The data reveal that large percentages of the vocational graduates sought and obtained full-time employment. More than 50 percent secured employment in the area for which they were trained. These data relate to the question of the effectiveness of vocational education in meeting its basic purpose of preparing people for gainful employment. However, a point that must be considered before arriving at a conclusion regarding effectiveness is the absence of clearly quantifiable goals (standards) relating to program effectiveness. In the absence of such standards, the interpretation of the results of this study as indicators of effectiveness is open to subjective judgments.

The earnings data did not support the premise that statistically significant higher earnings result when graduates are employed in the area for which they are trained. Another comparison which should be examined is the earnings differentials between vocational and non-vocational graduates. Does vocational training increase potential for earnings when compared to no vocational training?

Efforts should be made to establish standards for vocational education so that evaluation studies can result in more objective conclusions regarding effectiveness.

Recommendations

Based on the conclusions of this research the following recommendations are made:

1. Research of a comparative nature is needed on non-vocational graduates so that the true effectiveness of vocational training can be analyzed.

2. Certain variables in this research should be examined in greater depth than possible in a mailed questionnaire. For example, job relatedness and job satisfaction should be examined to determine the degree of relationships that actually exists.

3. Further research needs to be completed to compare the employment patterns and satisfaction with training between the graduates of comprehensive high schools and area vocational schools.

4. Time series data are needed to determine the benefits of vocational education. This study pointed to some relationships that were developing in the short employment history examined. Further research is needed over longer histories to examine those possible relationships further.

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LIST OF COOPERATING

COMPREHENSIVE HIGH SCHOOLS

Laporte High School

Lowell Senior High School

Plymouth High School

Washington High School

Francis Joseph Reitz High School

Isaac C. Elston High School

Benton Central Jr/Sr High School

Thomas Carr Howe High School

Jefferson Senior High School

Prairie Heights Jr/Sr High School

Goshen High School

Columbus North High School

John Adams High School

Princeton Community High School

Tipton High School

Anderson High School

Crispus Attucks High School

LaSalle High School

Hammond Technical Vocational High School

Indiana State Lab School

Plainfield Jr/Sr High School

Franklin Central High School

Crothersville High School

Kokomo High School

Noblesville High School

APPENDIX

LETTERS AND RESEARCH INSTRUMENT

Henry N. Cox
President of Indiana Public Schools
Superintendents Association
14 South Jefferson Street
Danville, Indiana 46122

To: Superintendent, Indiana Secondary High Schools
From: Henry N. Cox
Subject: Research Proposal
Date:

Dr. Bill Richardson, Dr. Joan McFadden, and graduate students Phyllis Tombaugh and Jerry Peters of Purdue University, in cooperation with the Indiana State Department of Public Instruction, are conducting a research project entitled: An Identification of Employment Patterns of Vocational Graduates of Indiana Secondary Schools. The researchers have asked for our assistance with a portion of the study related to Indiana Secondary Schools.

After reading a summary of the proposal it appears to me that the data to be gathered will be of significant benefit to Indiana Secondary Schools in future program planning. It will take some time to provide the necessary information but the value of the study should make the time well spent.

Your assistance with the project will be appreciated.

Henry N. Cox
President of IPSSA

Dear

The State Department of Public Instruction in cooperation with Purdue University is conducting a study entitled: An Identification of Employment Patterns of Vocational Graduates of Indiana Secondary Schools. This study is directed by two members of the Vocational Education Section at Purdue, Dr. Bill Richardson and Dr. Joan McFadden. The information received from this study will be helpful to the state and to the schools involved in the study.

The study has been reviewed and endorsed by Henry N. Cox, Superintendent of Schools at Danville and President of the Indiana Public Schools Superintendents Association. His endorsement of this project is expressed in the enclosed letter.

Enclosed is a brief summary of the study. We would appreciate a few minutes of your time in reading and reviewing this summary. After you have had a chance to read the summary, we will contact you to see if you have any questions about the study and when we might set up an appointment to discuss the project further. This study is not a doctoral dissertation.

Twenty-five Indiana High Schools were randomly selected for study. The following school in your district was selected:

We hope you will consider participating in this study.

Sincerely,

Jerry Peters
Graduate Assistant
Agricultural Education
Section

(Cover letter for Follow-up Survey of Former Vocational Students)

YOUR HELP IS NEEDED:

A study is being conducted by the State Department of Public Instruction for Indiana in cooperation with Purdue University. The purpose of the study is to follow-up 1972 and 1973 graduates. Your school officials have reviewed and approved this project and urge you to participate.

Enclosed you will find a questionnaire. Some of the questions may seem quite personal, but the information is needed for the study. You can be assured that all the answers will be kept confidential. Only summaries of groups will be reported. Please fill out the questionnaire and send it back in the enclosed self-addressed envelope by _____.

Read the questionnaire carefully so your answers will be complete and accurate. It will take approximately 15 minutes of your time. Then return the questionnaire in the stamped envelope immediately so that your school will be represented in this important study.

Thank you for your cooperation, and good luck with your future plans.

Sincerely,

Jerry Peters
Graduate Assistant
Agricultural Education Section

FOLLOW-UP SURVEY OF FORMER VOCATIONAL STUDENTS

Your cooperation in completing this survey is greatly appreciated. Please answer each question as accurately and completely as possible. The questions on this form refer to your high school vocational classes which show that you took _____.

1. Since you left this vocational program, did you seek full-time employment?

   _____ Yes _____ No

2. If you did not seek full-time employment when you left this vocational program, indicate the reason.

   Check only one line
   _____ Expected to enter another school
   _____ Housewife or about to be married
   _____ Physical or other handicap
   _____ Not interested in a job
   _____ Expected to enter the military service
   _____ Only wanted to work part-time (less than 30 hours per week)
   _____ Other (specify) _____

3. Did you seek part-time employment (less than 30 hours per week) when you left this vocational program?

   _____ Yes _____ No

4. If you sought part-time employment instead of full-time employment when you left this vocational program, indicate the reason.

   Check only one line
   _____ Expected to enter another school
   _____ Housewife or about to be married
   _____ Physical or other handicap
   _____ Not interested in a full-time job
   _____ Expected to enter the military service
   _____ Unable to find a full-time job
   _____ Other (specify) _____

5. How many full-time jobs (30 or more hours per week) have you held since you left this vocational program?

   _____ None
   _____ 1 full-time job
   _____ 2 full-time jobs
   _____ 3 to 5 full-time jobs
   _____ 6 or more full-time jobs

NOTE: IF YOUR ANSWER TO QUESTION 5 WAS NONE, SKIP TO QUESTION 23.

6. How many months after graduating was it before you took your first full-time job?

_____ 0-2 _____ 3-5 _____ 6-8 _____ 9-11 _____ 12 or over

7. Briefly describe your first full-time job when you left this vocational program:

_____

8. How closely did your first full-time job (30 or more hours per week) after leaving this vocational program relate to the training you received?

Check only one line
_____ I was employed in the occupation for which I was trained by this vocational program.
_____ I was employed in a related occupation.
_____ I was employed in a completely different occupation.

9. Did this vocational training program adequately prepare you for your first full-time job?

_____ Yes _____ No

10. Do you have another skill that you use for a part-time job besides the full-time job?

_____ Yes _____ No

11. What were your beginning wages on your first full-time job after leaving this vocational program?

Check or provide information needed:
_____ $1.50 to $2.49 per hour
_____ $2.50 to $3.49 per hour
_____ $3.50 to $4.49 per hour
_____ More than $4.50 per hour

If you were paid other than on an hourly basis, estimate your gross earnings in one of the categories below:

Monthly _____ Weekly _____ Other _____

NOTE: IF YOU WERE NOT EMPLOYED THE FIRST SIX MONTHS AFTER GRADUATION, SKIP TO QUESTION 15.

12. Briefly describe your job six months after you left this vocational program:

_____

Did this job require you to join a union?

_____ Yes _____ No

13. How closely did your job, six months after leaving the vocational program, relate to the training you received?

Check only one line

_____ I was employed in the occupation for which I was trained by this vocational program
_____ I was employed in a related occupation
_____ I was employed in a completely different occupation

14. What were your wages on your job six months after leaving this vocational training?

Check or provide information needed

_____ $1.50 to $2.49 per hour _____ $3.50 to $4.49 per hour
_____ $2.50 to $3.49 per hour _____ More than $4.50 per hour

If you were paid other than on an hourly basis, estimate your gross earnings in one of the categories below:

Monthly _____ Weekly _____ Other _____

NOTE: IF YOU ARE A 1973 GRADUATE, SKIP TO QUESTION 18 AND CONTINUE

15. Briefly describe your job one year after you left this vocational program:

_____

Did this job require you to join a union?

_____ Yes _____ No

16. How closely did your first full-time job (30 hours or more per week) one year after leaving this vocational program relate to the training you received?

Check only one line

_____ I was employed in the occupation for which I was trained by this vocational program
_____ I was employed in a related occupation
_____ I was employed in a completely different occupation

17. Did this vocational training program adequately prepare you for your first full-time job one year after leaving this training?

_____ Yes _____ No

18. Indicate below the size of the city in which you are employed:

_____ 0-1,000
_____ 1,000-2,499
_____ 2,500-4,999
_____ 5,000-10,000
_____ 10,000-25,000
_____ 25,000-50,000
_____ 50,000-100,000
_____ Over 100,000

19. If you are presently working, briefly describe your job:

_____

Does this job require you to join a union?

_____ Yes _____ No

20. What wages are you presently earning?

Check or provide information needed:
_____ $1.50 to $2.49 per hour
_____ $2.50 to $3.49 per hour
_____ $3.50 to $4.49 per hour
_____ More than $4.50 per hour

If you are paid other than on an hourly basis, estimate your gross earnings in one of the categories below:

Monthly _____ Weekly _____ Other _____

21. How many people are employed at your present place of employment?

_____ 0-5
_____ 6-10
_____ 11-15
_____ 16-20
_____ 25-50
_____ (If over 50, give estimated number)

22. Is your present job located over 10 miles from the high school where you received your vocational training?

_____ Yes _____ No

If YES, check one of the lines below:

_____ 10-20 miles
_____ 20-30 miles
_____ 30-40 miles
_____ 40-50 miles
_____ If over 50 miles, give estimated mileage

23. Were you employed in a co-op job while in high school?

_____ Yes _____ No

If YES, please describe the job you held:

_____

24. Did you have a part-time job while in high school other than your co-op job?

_____ Yes _____ No

25. Were you satisfied with the vocational training you received in the program in which you were trained?

_____ Yes _____ No

26. Since graduating from high school, have you been enrolled in a vocational program or other job related training program?

_____ Yes _____ No

If YES, please specify:

_____

27. Do you have any physical handicaps or health conditions that keep you from taking certain jobs in the vocational area in which you were trained?

_____ Yes _____ No

28. Which of the following best describe your feelings about your likes of your present job?

_____ Highly liked
_____ Only moderately liked
_____ Indifferent
_____ Only moderately disliked
_____ Highly disliked

29. Briefly describe the occupation of the head of your home while you were in high school?

_____

30. Are you:

_____ Single _____ Divorced or Separated
_____ Married _____ Widowed

31. Are your parents and/or guardians employed?

Please check the lines that are appropriate:

	Father	Mother	Guardian
Full-time (30 hours or more per week)	_____	_____	_____
Part-time (less than 30 hours per week)	_____	_____	_____
Not employed	_____	_____	_____

32. Circle the number of years of schooling completed by your father, mother and/or guardian.

	Years of Schooling Completed			
Parent or Guardian	Grade School	High School	College	Graduate School
Father	5 6 7 8	9 10 11 12	13 14 15 16	17+
Mother	5 6 7 8	9 10 11 12	13 14 15 16	17+
Guardian	5 6 7 8	9 10 11 12	13 14 15 16	17+

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